

REFERENCE TITLE: ADE employees; evaluation system

State of Arizona
Senate
Forty-ninth Legislature
First Regular Session
2009

SB 1390

Introduced by
Senators Huppenthal: Allen S, Gray L

AN ACT

AMENDING TITLE 15, CHAPTER 2, ARTICLE 3, ARIZONA REVISED STATUTES, BY ADDING SECTION 15-257; RELATING TO THE SUPERINTENDENT OF PUBLIC INSTRUCTION.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 15, chapter 2, article 3, Arizona Revised Statutes,
3 is amended by adding section 15-257, to read:

4 15-257. Employee evaluation system

5 A. THE SUPERINTENDENT OF PUBLIC INSTRUCTION MAY ESTABLISH A SYSTEM TO
6 EVALUATE THE PERFORMANCE OF EMPLOYEES OF THE DEPARTMENT OF EDUCATION THAT
7 INCLUDES THE FOLLOWING:

8 1. A PROCESS TO CONNECT EACH EMPLOYEE'S COMPENSATION TO PERFORMANCE
9 MEASURES THAT MAY INCLUDE THE FOLLOWING:

10 (a) THE PERCENTAGE OF PUPILS IN THIS STATE WHO ACHIEVED A FULL YEAR OF
11 ACADEMIC PROGRESS DURING THE PREVIOUS SCHOOL YEAR.

12 (b) THE TOTAL ACADEMIC PROGRESS OF ALL PUPILS IN THIS STATE.

13 (c) THE STATEWIDE PERCENTAGE OF PARENTS OF PUPILS WHO ARE ENROLLED AT
14 SCHOOLS IN THIS STATE WHO CATEGORIZE THE SCHOOL AS EXCELLENT ON A RATING OF
15 EDUCATIONAL QUALITY.

16 (d) THE STATEWIDE PERCENTAGE OF PUPILS WHO ARE ENROLLED AT SCHOOLS IN
17 THIS STATE AND WHO CATEGORIZE THE SCHOOL AS EXCELLENT ON A RATING OF
18 EDUCATIONAL QUALITY.

19 (e) THE STATEWIDE PERCENTAGE OF TEACHERS, ADMINISTRATORS AND OTHER
20 PERSONS WHO ARE EMPLOYED AT SCHOOLS IN THIS STATE AND WHO CATEGORIZE THE
21 SCHOOL AS AN EXCELLENT PLACE TO WORK.

22 (f) THE CRITERIA SPECIFIED IN PARAGRAPH 2.

23 2. A PROCESS BY WHICH PEERS RATE OR RANK THE PERFORMANCE OF EACH
24 EMPLOYEE COMPARED TO EACH OTHER EMPLOYEE IN THAT PEER GROUP.

25 B. THE SUPERINTENDENT OF PUBLIC INSTRUCTION MAY ESTABLISH SYSTEMS TO
26 EVALUATE THE PERFORMANCE OF THE DEPARTMENT OF EDUCATION AND SPECIFIC
27 DIVISIONS IN THE DEPARTMENT OF EDUCATION. THESE SYSTEMS MAY BE SIMILAR TO
28 THE SYSTEM ESTABLISHED PURSUANT TO SUBSECTION A OF THIS SECTION.

29 C. THE DIRECTOR OF THE DEPARTMENT OF ADMINISTRATION SHALL MODIFY THE
30 TERMS OF THE PERSONNEL RULES ADOPTED PURSUANT TO SECTION 41-783 TO COMPLY
31 WITH THE REQUIREMENTS OF THIS SECTION FOR EMPLOYEES OF THE DEPARTMENT OF
32 EDUCATION WHO ARE SUBJECT TO THOSE PERSONNEL RULES.

33 Sec. 2. Intent

34 The legislative intends by this act to allow the superintendent of
35 public instruction to develop a performance pay system for employees of the
36 department of education to boost productivity and instill a sense of shared
37 responsibility among employees.